



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

December 10, 2004

MEMORANDUM FOR ALMAJCOM/SG

FROM: HQ USAF/SG
1780 Air Force Pentagon
Washington DC 20330-1780

SUBJECT: Air Force Civilian Drug Testing

References: (a) Executive Order 12,564, *Drug Free Federal Workplace*, 15 Sep 86
(b) Department of Health and Human Services, Substance Abuse Mental Health Service Administration (SAMHSA), *Revised Mandatory Guidelines For Federal Workplace Drug Testing Program*, 69 Federal Register 19644, 13 Apr 04
(c) Department of Defense Directive 1010.9, *DoD Civilian Employee Drug Abuse Testing Program*, 23 Aug 88
(d) Air Force Civilian Drug Testing Plan, Jan 90

In April 2004, the Department of Health and Human Services (HHS) revised its mandatory guidelines for Federal workplace drug testing and the Department of Defense (DoD) is in the process of updating its relevant directive (DoDD 1010.9). The changes implemented by HHS reflect improvements in technology and drug-testing capability. Until the DoD publishes its revised directive, the Air Force shall implement the changes mandated by HHS as provided in this letter.

Implementation of National Institute of Drug Abuse (NIDA) 5 drug panel

Under its current drug-testing plan, the Air Force tests civilian urine specimens for the presence of cannabis and cocaine metabolites. Beginning 1 November 2004, all specimens will be tested for evidence of ingestion of five classes of drugs identified by HHS, including cannabis (THC), cocaine, amphetamines, opiates and Phencyclidine (PCP). Other drugs approved by the HHS for testing on an agency-wide basis will be requested on the federal chain-of-custody form following coordination with the servicing civilian personnel office. As before, drug testing based upon reasonable suspicion must be coordinated with the relevant supervisor, the servicing Staff Judge Advocate and Civilian Personnel Office.

Specimen Validity Test (SVT)

By 10 November 2004, the HHS requires all Federal agencies, including the Air Force, to perform a specimen validity test on every civilian urine sample collected. The purpose of the SVT is to detect adulteration, dilution and substitution of urine specimens that are collected unobserved.

Testing Rate

The Department of Defense's stated intention is to double the minimum random drug-testing rate from 0.50 tests per testing designated position (TDP) per year to one per TDP per year.

Implementation

None of these changes to the Air Force civilian drug testing program amount to changes in the conditions of employment for our civilian employees, but simply addresses the working conditions of our civilian workforce. However, management officials at each installation should review their respective collective bargaining agreements to determine if they must negotiate details of implementation.

My point of contact for the AF civilian Drug Testing Program is Dr. Arvind Modak, AF Drug Testing Program Manager, AFMSA/SGOF, 5201 Leesburg Pike, Suite 1501, Falls Church, Virginia 22041, 703-681-3333 (DSN 761), or e-mail: Arvind.modak@pentagon.af.mil.

A handwritten signature in black ink, appearing to read "James G. Roudebush". The signature is fluid and cursive, with a large initial "J" and "R".

JAMES G. ROUDEBUSH
Major General, USAF, MC, CFS
Deputy Surgeon General